

Chairman Schultz and Committee Members:

I am testifying in favor of Senate Bill 275 which makes adjustments to the membership of technical college district boards. Under current law, the boards consist of nine members. Two of the members must be employers, two employees, one school district administrator, one elected state or local official, and three additional members. This bill would change the composition of the board to include six business persons (owner, officer, director, member, manager, partner, operator, or employee), one school administrator, one elected state or local official, and one additional member.

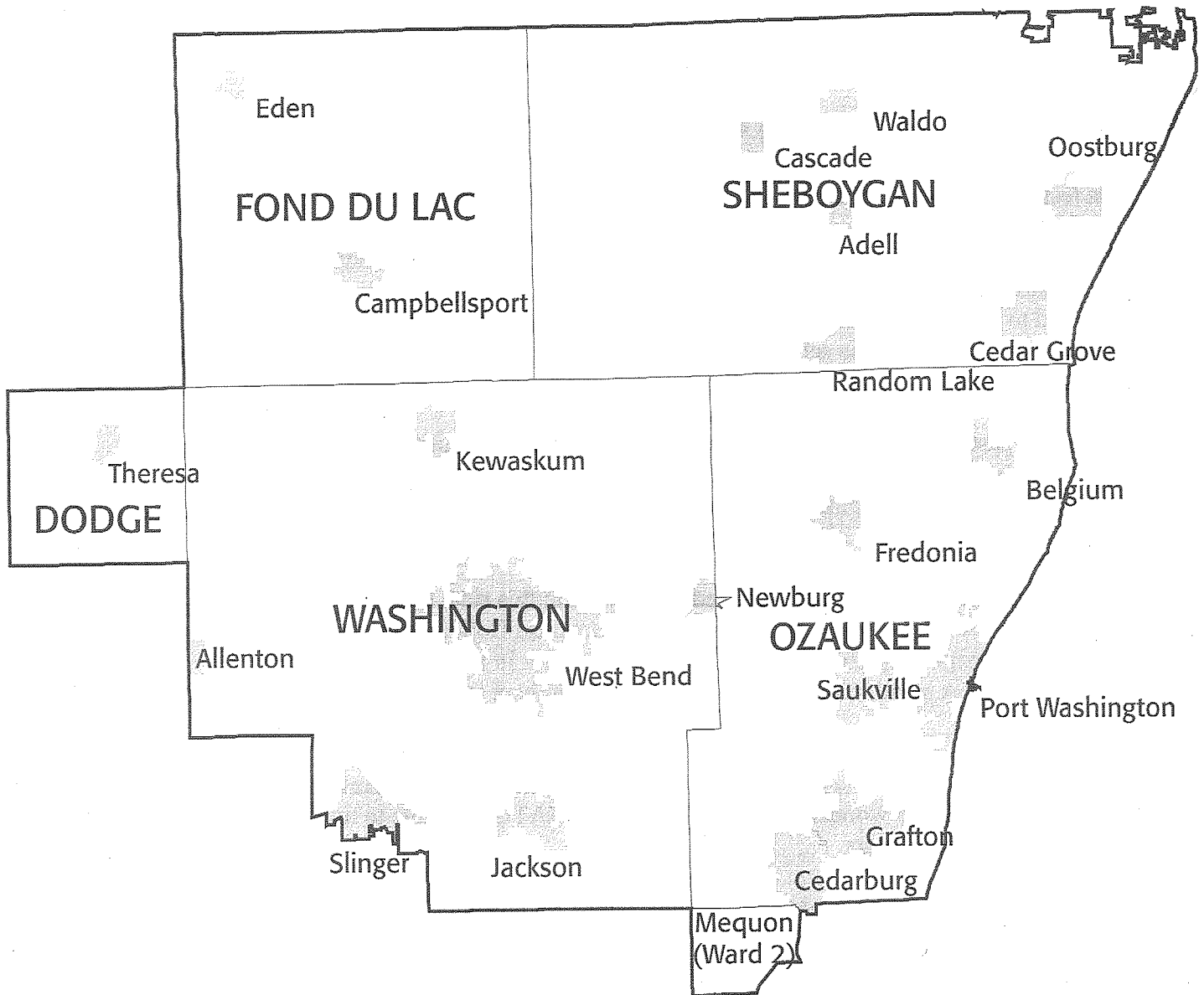
During the past several years I have heard many complaints about the technical colleges in my district. Most, but not all of these concerns are focused on the Milwaukee Area Technical College. Some of these complaints revolve around the cost to taxpayers and some revolve around the quality of education. The purpose of this bill is to address both problems.

We currently have a shortage of qualified employees in this state to address the 108,000 jobs that are available. A review of the Milwaukee Area Technical College Board shows one reason why we have a shortage of qualified employees for businesses in this state, particularly manufacturing. A small minority of current board members currently work for businesses.

Two members work for government in education, two work for primarily government funded non-profits, one is a labor lawyer, the public official is a former union steward, and two worked for businesses. It's no wonder there is a feeling that MATC is unable to meet the demands of Milwaukee area employers.

By comparison, seven of the nine Waukesha County Technical College (WCTC) board members could be said to represent for-profit business. It is not a coincidence that in Southeast Wisconsin WCTC has a much better reputation as far as the quality of their graduates. Another technical college with similar success is Moraine Park Technical College, which has six of nine board members who have worked for business for the majority of their employable years.

The bill before you requires that at least six of the nine board members work for a for-profit business, a non-profit hospital or health care organization, or credit union. Co-ops have since asked to be included in the bill. There have also been requests that at least two members of the



board be from manufacturing, and the represented businesses have at least ten full-time employees.

I feel strongly that we must do something to match the educational achievements with the needs of the business community. This is the first step in that process. This bill is the first step towards making sure that the students from the state's technical colleges are qualified to find gainful employment when they graduate.

Senate Bill 275

Technical College Board of Director Member's composition:

Section 1 38.08 (1d)

Pros

- The changes proposed in Section 1 38.08 (1d) requiring "business persons" will contribute to a Board of Directors with a more in-depth understanding of the business climate Tech College graduates will face. Many of the current MATC Board are former union officers or married to a national union executive and have made Board decisions with focus on protecting the union versus further preparing students for the real world of work. While wonderful human beings, they lack business acumen.
- While Technical Colleges may have Advisory Councils or Committees to guide curriculum development, the Board is distant from these Councils or Committees contact today.
- Having a Board with the depth of "real" business experience focusing on student preparation for relevant employment post graduation will greatly influence the decisions made by the Board. Greater bottom-line fiscal orientation and experience with creative business solutions to solve fiscal challenges will benefit Board decisions relative to current tight budgets. Many individuals of the current MATC Board have a separate agenda to further the union. Example-The Board required the administration to convert the current student identification cards to be suitable for voter identification when a Driver Licensing office was a block away from the main campus and student could get State ID free. The cost to MATC was upwards of \$250,000 for the system conversion, dollars re-allocated from direct student contact programs.
- For decades, the MATC Administration has been handcuffed in union contract negotiations by a board comprised of predominantly those with union affiliation not a business background. The Board dictates to the Administration areas negotiated.

Section 2 38.08 (1b) 1.

Pros

1. (b) 1. b. – Good changes as Health Occupation programs at Tech Colleges collaborate with such entities for student clinical experience and through this exposure, many students are successful in finding jobs with many of the large nonprofit health services providers.
1. (b) 2 – Provisions for retirees with "business" experience will provide benefits as stated previously under *Section 1 38.08 (1d)*, **Pros**, bullet number 3 above.

I support this bill in the hopes it will:

1. *Allow business leaders to drive Board decisions*
2. *Allow Business leaders to set the future based on the business climate and not furthering a union agenda for political purposes*
3. *Make sound financial decisions with the budget given and be better stewards of the public dollar*
4. *Encourage business women and minorities to serve on Tech College Boards*

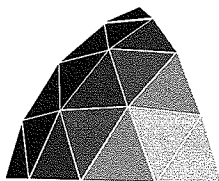
Respectfully submitted,

Donna Goodwin

Human Resources Consultant

Former Private Sector Human Resources Executive (25 years)

And most recently (2.5 years) Technical College, AVP Human Resources



December, 2011

The Negative Impact of SB 275 and AB 353: Wisconsin Technical College District Board Representation of Employers and Taxpayers

Wisconsin technical colleges and their governing district boards oppose SB 275 and AB 353.

The Board Appointment Process

Wisconsin technical college district boards are appointed in a public and competitive process by public bodies comprised of local elected public officials. Since 1911, board members have been selected to represent the world of work: local business and industry, the district's employers and employees, local elected officials, and local K-12 school leaders.

The board appointment process is conducted by public bodies comprised of the college district's constituent county board chairs (for 13 college districts) and school board presidents (for 3 districts). Applicants respond to well-publicized public notices. Each applicant must submit a detailed résumé, letters of recommendation and an affidavit of eligibility. Each applicant must then appear and be interviewed in a public hearing. Any member of the public may also appear at these hearings.

Appointments are based on categories of service described below and must also fit a local "plan of representation" which is crafted in public by the appointment authority each year to assure the appointments best represent the district's demographics and needs. Appointments are for staggered 3-year terms and incumbents must go through the full process to be considered for a subsequent term. The statewide median date of first appointment among all 2011-2012 district board members is 2007.

The Bills' Negative Impact

SB 275 and AB 353 would make a large number of board members ineligible to continue serving, and would prohibit talented individuals from serving in the future. This is the case despite the fact they represent key employers, economic development leadership, and many key technical career training areas. These bills would fundamentally change the composition of

technical college district boards. While the bills are intended to increase the boards' representative nature, they would have the opposite effect.

Current 9-member boards are comprised of:

- 2 Employers
- 2 Employees
- 3 At-large/Additional members representative of the district
- 1 Elected state or local official, and
- 1 School district administrator

These bills require boards instead be comprised of:

- 6 "Business persons"
- 1 At-large/Additional member
- 1 Elected state or local official, and
- 1 School district administrator

Under the bill definitions, "business person" is limited to an employee, owner, director or manager or retiree of a:

- for-profit business;
- non-profit hospital, clinic or healthcare organization or facility; or,
- state or federal credit union.

Ineligible Employers/Employees/Retirees under the Restrictive "Business Person" Definition

If passed, a large number of current board members would be ineligible to serve except as the board's single additional member. Among others, the 6-member business person board majority would exclude persons who work for or are retired from the following types of employers and positions:

- Economic development organizations, workforce development boards, chambers of commerce, and other community-based organizations and not-for-profit groups;
- Police, fire, EMT, and other public safety and health officers and all other employees of municipalities, counties, villages and towns;
- Cooperatives, including those in farm, agri-business and dairy production, and others such as public cooperative electric, water, sewer and telecommunications utilities;
- Tribal and Native American nation employees including gaming industry employees;
- Not-for-profit insurance, mutual benefit and fraternal organizations;
- Trade association employees and officials, including those representing business and industry such as Wisconsin Manufacturers and Commerce, the National Federation of Independent Businesses, and Wisconsin Economic Development Association;
- Groups such as employees of the Boy Scouts, Girl Scouts, Boys and Girls Clubs, and YMCA and YWCA;
- Charitable organizations and foundations such as the United Way, Goodwill Industries, St. Vincent de Paul, private and public foundations, and other charitable and philanthropic groups;
- All religious orders and organizations;
- Veterans organizations such as the VFW and the American Legion;

- U.S. Military employees including career members and civilian employees, military recruiters and the Veterans Administration;
- The State of Wisconsin, including public health, veterans, workforce development, human services, UW (all institutions including Extension), natural resources, corrections, transportation, State Patrol, agriculture, and other agencies;
- Federal government and federal agency employees including the FBI, USDA, Forest Service and all others;
- School districts, including counselors, teachers, technical education directors, principals and other staff and administrators;
- Labor organizations/unions employees and officials;
- Faculty and staff of most private colleges and universities (all institutions other than for-profit/proprietary schools);
- Not-for-profit child care organizations, pre-schools and child welfare entities;
- Retired school superintendents/administrators not serving in the school administrator position; and
- Elected local and state public officials not serving in the elected official position.

Despite Dozens of CEOs, Presidents, Vice Presidents and Directors Already Serving, 1/3 of All Current Board Members Fall Outside the Bills' "Business Person" Definition

Based on 2011-12 district board membership, 1/3 of all current board members (48 of 144) do not meet the bills' restrictive "business person" definition. This is 57% (48 of 112) of the public officials serving in the 7 employer, employee and at-large board positions. This would affect 15 of 16 current college boards and affects up to 5 of 9 current members of individual existing district boards.

A table of current board members including employment and business leadership positions is attached to this document. The table presents two crucial sets of data:

- First, the table details the 48 current members who do not meet the new bill definition. Each is eligible now for at least 5 of 9 board seats. Each would be eligible for just 1 of 9 seats under the bills. This single seat would come up for appointment once each 3 years. These members represent economic development leaders, Tribal officers, education experts, law enforcement professionals, and many others. The types of employers, employees and retirees no longer able to serve cover numerous important district employers with large employee groups trained by technical colleges. They also represent key community and education partners and service groups.
- Second, the table lists the exceptional range of business and industry leadership already serving on district boards. This includes at least 16 business CEO/presidents, 11 business owners, and 16 vice presidents and directors. At least 17 board members (already meeting the bill definition of business person) are leaders in the manufacturing sector. Another 13 are leaders in the healthcare/occupations sector.

Arbitrary Distinctions Between Employers

The bills would also serve to make arbitrary distinctions among similar jobs at different employers. An insurance professional would or would not qualify depending on the type of company at which they work. Wisconsin is home to many fraternal, non-profit insurance concerns. Employees of these organizations would not qualify, while employees of a for-profit insurance company would. A supervisor for a private electric utility could serve, but a person in the same position with a municipal electric cooperative could not. A manager of a private dairy processing facility could serve but not the same employee at a local dairy cooperative. The director of food services for a large university or corrections facility would not qualify for the six business board seats, but the manager of a private restaurant would. Both hire and supervise graduates of the same programs.

The existing district board governance model assures that technical colleges have representative and responsive boards made up of individuals who represent the real world of work. This bill would limit the diversity of individuals serving on boards, and would needlessly eliminate representation of many important community interests. It would make boards less, not more, responsive to the programs offered and taxpayers served.

Finally, current district boards represent only the tip of the external representation that is the hallmark of our technical colleges. Every program at every technical college is guided by an external advisory committee. The majority of these 6,000 advisors statewide come from the workplaces served by our programs. District boards rely on these advisors in establishing, evolving and assessing all college programs.

Conclusion

There is simply no other college system in the nation or form of local government we know of that is already as well-represented by manufacturers and business owners and leaders as are our Wisconsin technical college district boards. These bills do a disservice to a century of excellent representation by failing to recognize the breadth of important business and community leaders who would be eliminated from eligibility to serve. They also do a disservice by undervaluing the extent to which private business owners and leaders are already so well represented on these boards.

If a legislator wishes to know more about, or contribute to, the local appointment process, we encourage him/her to contact the chair of the local appointment committee or committee members, or appear at an appointment hearing. This may be a more effective way to provide input to the board appointment process in lieu of bills that have significant negative impacts, and create significant unintended consequences.

For more information, contact Paul Gabriel, Wisconsin Technical College District Boards Association, 608 266-9430, pgabriel@districtboards.org.

December, 2011

Wisconsin Technical College District Boards 2011-2012

Impact of AB 353 and SB 275 Altering District Board Composition

Each Wisconsin technical college district board is comprised of 9 representative business and community leaders, as follows:

- 2 Employer, 2 Employee, and 3 At-large positions (AB 353/SB 275 eliminates these positions and replaces them with 6 "Business Person" positions and 1 At-large position) and
- 1 Local or State Elected Official and 1 School District Administrator (not affected by the bills).

The bill definition of "business person" would affect 43% (48 of 112) of current employer, employee and at-large board members despite their representation of important district interests and employers:

Current Board Members (Employer, Employee and At-large Categories) Not Meeting the Bill Definition of "Business Person"

Title	Employer	Residence/College
Chief Deputy	Rock County Sheriff	Janesville/Blackhawk
Lieutenant (retired)	Wisconsin State Patrol	Janesville/Blackhawk
Director (retired)	UAW (GM Employee) Training Facility	Janesville/Blackhawk
Economist/professor (retired)	University of Minnesota; Economic Advisor to Assistant Secretary of the Army (Pentagon)	
Business Development	Eau Claire Area Economic Development Corporation	Monroe/Blackhawk
Nursing Instructor (retired)	Chippewa Valley Technical College	Eau Claire/Chippewa Valley
Teacher (retired)	Appleton School District	Appleton/Fox Valley
Referee (and retired nursing professor)	WIAA	Appleton/Fox Valley
President	Kenosha Area Business Alliance	Kenosha/Gateway
Director, Buildings and Grounds	Burlington Area School District	Burlington/Gateway
Teacher	Burlington Area School District	Burlington/Gateway
Business Representative	Regional Council of Carpenters	Kenosha/Gateway

Executive Director

Huber/Employment Coordinator
 Skills Training Specialist
 Director/Assistant Dean
 Coordinator
 Business Representative (retired)
 Division Administrator (retired)
 President
 Director/Associate Researcher
 CEO (retired)
 Executive Director
 Professor, Reading/Literacy (retired)
 School Administrator (retired)
 Manager
 Office Coordinator

Captain (retired)
 Program Coordinator, Career &
 Technical Education

Sector Chief (former Warden, Fox Lake
 Correctional Facility)
 Human Services Supervisor (retired)
 Tribal Administrator
 Deputy Director, Finance &
 Personnel

Guidance Counselor (retired)
 Diversity Affairs Director (retired)
 Corporate Trainer
 Instructor
 President
 Librarian Aide (retired)
 Membership Development Director
 Clerk of Circuit Courts (retired)
 Community Services Director
 Community Volunteer

Partners for Community Development (Hispanic
 American Assistance Center, etc.)
 Sheboygan County Sheriff/County Jail
 Hmong Mutual Assistance Association
 UW-Oshkosh School of Nursing
 Manitowoc County Emergency Services
 Sheet Metal Workers
 Workers Compensation, DWD
 South Central Federation of Labor
 UW-Madison
 CESA #2
 Fort Memorial Hospital Foundation
 UW-Stevens Point
 Adams-Friendship Schools
 Hillside Family Resource Center
 HIRE (Help in Re-Employment) Center, Private
 Industry Council, Workforce Development Board
 Milwaukee Fire Department

Milwaukee Public Schools

Department of Corrections
 Dodge County
 Lac du Flambeau Tribe

Great Lakes Inter-Tribal Council
 Elcho School District
 Marathon County
 Church Mutual Insurance Company
 Luxemburg-Casco School District
 Greater Green Bay Labor Council
 Shawano Public Library
 Waukesha County Business Alliance
 Waukesha County
 Great Rivers United Way
 (various)

Sheboygan/Lakeshore
 Sheboygan/Lakeshore
 Sheboygan/Lakeshore
 Plymouth/Lakeshore
 Manitowoc/Lakeshore
 Kiel/Lakeshore
 Fitchburg/Madison
 Madison/Madison
 Madison/Madison
 Helenville/Madison
 Fort Atkinson/Madison
 Stevens Point/Mid-State
 Friendship/Mid-State
 Milwaukee/Milwaukee Area

Milwaukee/Milwaukee Area
 Milwaukee/Milwaukee Area

Milwaukee/Milwaukee Area

Ripon/Moraine Park
 Beaver Dam/Moraine Park
 Lac du Flambeau/Nicolet Area

Lake Tomahawk/Nicolet Area
 Elcho/Nicolet Area
 Weston/Northcentral
 Merrill/Northcentral
 Luxemburg/Northeast Wisconsin
 Green Bay/Northeast Wisconsin
 Shawano/Northeast Wisconsin
 Waukesha/Waukesha County
 Brookfield/Waukesha County
 Onalaska/Western
 Viroqua/Western

Community Volunteer
 District Administrator
 Teacher and coach (retired)
 4-H Youth Development Agent
 President/CEO

(various)
 School District of New Richmond
 St. Croix Falls Schools
 Cooperative Extension/Sawyer County
 Superior Chamber of Commerce

Black River Falls/Western
 New Richmond/WI Indianhead
 St. Croix Falls/WI Indianhead
 Cable/Wisconsin Indianhead
 Superior/Wisconsin Indianhead

Current Business Leader Board Members (Employer, Employee and At-large Categories) Meeting the Bill Definition of "Business Person"

The following 64 (of 112) members already meet the definition of "business person." Without AB 353/SB 275, we believe technical college district boards already include proportionally more top business leaders than any other form of public office:

Title	Employer	Residence/College
Owner	Creative Photography	Monroe/Blackhawk
Sales Person	Bunbury & Associates Realtors	Edgerton/Blackhawk
Director of Human Resources	St. Mary's Janesville Hospital	Janesville/Blackhawk
Manufacturing Consultant	Self-employed	Chippewa Falls/Chippewa Valley
Owner	Capital Appraisal & Consulting, O-W Realty	Withee/Chippewa Valley
Project Coordinator	UW Health, Eau Claire Family Medicine	Eau Claire/Chippewa Valley
Owner	Culver's Restaurants (Hudson, Menomonie), Insurance executive (retired)	Menomonie/Chippewa Valley
President	Durand Builders Service, Inc.	Durand/Chippewa Valley
Vice President/Plant Manager	Walker Forge, Inc.	Neenah/Fox Valley
Agent	Primerica	Menasha/Fox Valley
Pipefitter	Appleton Papers	Menasha/Fox Valley
President/CEO	Employment Resources Group	Appleton/Fox Valley
President/CEO	Community First Credit Union	Appleton/Fox Valley
Operations Manager MVD	ABB Group (Power and automation technologies)	Racine/Gateway
Managing Member	The Peter Scherrer Group (real estate/development)	Lake Geneva/Gateway
Director, International/Latin America (retired)	Snap-on, Inc.	Kenosha/Gateway

Vice President	LDI Industries, Inc. (Lube Devices, Flodar, Hydra Tool, Vescor)	Manitowoc/Lakeshore
Senior VP, Human Resources	UW Hospital & Clinics	Stoughton/Madison
Owner	Big Mountain Enterprise	Monona/Madison
President	Pointe Precision LLC (CNC Machining)	Stevens Point/Mid-State
Vice President – Patient Services	Riverview Hospital Association	Wisconsin Rapids/Mid-State
Medicare Advantage Program Coordinator	Security Health Plan/Marshfield Clinic	Marshfield/Mid-State
Director of Human Resources	Abbyland Foods, Inc.	Wisconsin Rapids/Mid-State
Safety & Health Coordinator (retired)	ERCO Worldwide (USA), Inc.	Nekoosa/Mid-State
President	Molded Dimensions (Engineered Elastomer Solutions)	Whitefish Bay/Milwaukee Area
Attorney	Self-employed	Shorewood/Milwaukee Area
Vice President, World of Work Solutions	ManpowerGroup, Inc.	Milwaukee/Milwaukee Area
Patient Care Director	West Bend Clinic	Colgate/Moraine Park
Estimator/Project Manager	Steiner Electric, Inc.	West Bend/Moraine Park
Owner/Program Development Manager	TeamTech/Versevo (Advanced Manufacturing Machine Tooling Consulting)	Kewaskum/Moraine Park
Vice President, Private Banking	National Exchange Bank and Trust	Fond du Lac/Moraine Park
Quality Control (retired)	Alliance Laundry Systems	Brandon/Moraine Park
President	Reach & Schwaiger LTD., CPAs	Eagle River/Nicolet Area
Human Resources Manager	Packaging Corporation of America	Tomahawk/Nicolet Area
Employee	Tahoe Lynx Golf Course (seasonal)	Mercer/Nicolet Area
President/CEO	Superior Diesel, Inc.	Rhineland/Nicolet Area
Director, Patient Services/Quality,		
Chief Nursing Officer	Langlade Hospital	Hailey/Northcentral
Contract Consulting Services/former Mayor	Self-employed/City of Spencer	Spencer/Northcentral
President	Amron, A Division of AMTEC Corporation	Antigo/Northcentral
Consultant (retired), USAF (retired)	Phillips Plastics Corporation	Phillips/Northcentral
President/Owner	REI Engineering, Inc.	Wausau/Northcentral
Attorney	Self-employed	Green Bay/Northeast Wisconsin
Owner	NEW Rehabilitation Services	Oconto Falls/Northeast Wisconsin
Director of Human Resources (retired)	Enstrom Helicopter Corporation	Marinette/Northeast Wisconsin
CEO	Ministry Door County Memorial Center	Sturgeon Bay/Northeast Wisconsin
President	Jim's Building Center, Inc.	Livingston/Southwest Wisconsin
President	Tuescher Electric & Refrigeration	Darlington/Southwest Wisconsin
Driver	Riverside Logistics	Boscobel/Southwest Wisconsin

Registered Nurse	Doctor's Park Clinic	Darlington/Southwest Wisconsin
Owner	Moyer Dairy	Barneveld/Southwest Wisconsin
President/CEO	American Bank & Trust	Lancaster/Southwest Wisconsin
Director of Human Resources	The Richland Hospital, Inc.	Richland Center/Southwest Wisconsin
President/CEO	Fairway Transit, Inc.	New Berlin/Waukesha County
President/CEO	Wisconsin Amusement Concepts, Dynasty Food	
Vice President	Group, Dynasty Property Management	Brookfield/Waukesha County
Coach/Facilitator	Waukesha State Bank	Dousman/Waukesha County
President	Bel Business Growth Consulting	Oconomowoc/Waukesha County
Vice President/Business Banker	Stanek Tool Corporation	Pewaukee/Waukesha County
Vice President, Business Operations	M&O BMO Financial Group	Mauston/Western
Project Specialist	United Health Care/UMR/Midwest Security Ins.	Onalaska/Western
Business Development Consultant	La Crosse Medical Health Science Consortium	La Crosse/Western
Owner	Treusolutions, Inc.	Sparta/Western
Community Relations Coordinator	Jim's Barbers	Ladysmith/Wisconsin Indianhead
Broker Associate/Salesperson	Murphy Oil USA, Inc.	Superior/Wisconsin Indianhead
	Coldwell Banker Brenizer, Realtors	Cameron/Wisconsin Indianhead

Elected Official Board Members Currently Serving (unchanged by bills)

<u>Elected Position</u>	<u>Other Position</u>	<u>Residence/College</u>
Council member, Beloit City Council	Food Services Director, Aramark Corporation	Beloit/Blackhawk
Board member, Eau Claire County Board	Medical Clinic Manager (retired)	Eau Claire/Chippewa Valley
Winnebago County Executive	--	Oshkosh/Fox Valley
Supervisor, Racine County Board	Racine County Workforce Development	
	Center (retired)	Racine/Gateway
Village President, Cleveland	Vice President/Cashier, Cleveland State Bank	Cleveland/Lakeshore
Supervisor, Town of Cross Plains	School Superintendent (retired)	Cross Plains/Madison
Village Clerk, Village of Junction City	Farmer	Junction City/Mid-State
District Alderperson, City of Oak Creek	Machinist (retired)	Oak Creek/Milwaukee Area
Supervisor, Washington County Board	Mayor of West Bend (retired), Executive Director, Mid-Moraine Municipal Association	West Bend/Moraine Park

Supervisor, Oneida County Board	Exxon/Mobil executive (retired)	Three Lakes/Nicolet Area
County Coroner, Lincoln County	Lincoln Co. Sheriff (retired), Owner Proulx's Professional Services	Merrill/Northcentral
Sheriff, Florence County	--	Florence/Northeast Wisconsin
Council member, Platteville Common Council	Salesperson, Chester K. Bell Real Estate	Platteville/Southwest Wisconsin
Board member, Menomonee Falls School Board	CEO/Owner, Ro-An Corporation (retired)	Menomonee Falls/Waukesha County
Alderman, City of Sparta	Senior Marketing & Sales Executive, FPM, Inc., Intercept Technology	Sparta/Western
Sheriff, Barron County	--	Rice Lake/Wisconsin Indianhead

School Administrators Currently Serving (position unchanged by bills)

Title	School District	Residence/College
District Administrator	Evansville Community Schools	Evansville/Blackhawk
School Administrator	Mondovi School District	Eleva/Chippewa Valley
Superintendent	New London Schools	Fremont/Fox Valley
District Administrator	Central High School District of Westosha	Pleasant Prairie/Gateway
Superintendent	Sheboygan Area School District	Sheboygan/Lakeshore
Superintendent	DeForest Area School District	DeForest/Madison
District Administrator	Pittsville School District	Marshfield/Mid-State
District Administrator	Nicolet High School District	Shorewood/Milwaukee Area
Superintendent	Ripon Area School District	Ripon/Moraine Park
District Administrator (retired)	Crandon School District	Crandon/Nicolet
Superintendent	D.C. Everest Area School District	Weston/Northcentral
Superintendent	DePere School District	DePere/Northeast Wisconsin
Superintendent (retired)	Platteville School District	Platteville/Southwest Wisconsin
Superintendent	Kettle Moraine School District	Delafield/Waukesha County
Superintendent	Independence Public Schools	Independence/Western
District Administrator	Northwood School District	Trego/Wisconsin Indianhead

